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S E C U R I T Y

SECURITY

By far the majority of CIA employees who leave the Agency by retirement or otherwise present no security problem in joining an overt former employees association, nor in having their names listed in a "members only" directory which would only list name, address and current occupation. No mention would be made of position or positions in CIA, years of service, where assigned either in Headquarters or the field, or any other traceable data on past assignments. The directory would contain no identifying data as to what it is.

The following could be determined by another intelligence service upon identifying what the directory is -- a) confirmation that a suspect individual was in fact CIA, b) that he has resigned or is retired. If the registry ever got into the hands of a hostile service it would present a potential danger in the event the former employee was in a plane that was hijacked. This danger exists for all overt personnel in CIA now, but admittedly not as much as a CIA former employees directory.

If the directory got into the hands of a hostile magazine or newspaper they might publish the names. If so, they could in some places become the target of demonstrators. This is a possibility, but the danger of a) publishing, and b) becoming a target for demonstrators seems a little remote.

Some CIA employees should never join the organization because their cover has been too sensitive to even risk their attending meetings of the organization even though their names are not published in the directory.

There is, however, another category of employee who could join the organization and attend meetings but whose name should not be listed in the directory for some years or never. He or she might be in this position due to risk of embarrassment of CIA to a friendly government, or a friendly service to its own government. An illustration of this would be an official cover station which is partially declared and partially undeclared. If the undeclared status was a recent one, the former employee probably should not be listed for 2 or 3 years. A determination of possible damage should at least be made.

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The files of the former employees association would not be secure except by safe. The names of some employees who cannot be listed should not be in these files. Some can be in the files even though they can't be listed. It is therefore recommended that the files of these few individuals be held by CIA.

The application form will specifically ask if the former employee has any question about listing his name in a directory or keeping his file in the association files. If so, it is believed in the interest of CIA to screen the employee's record to determine if any risk exists or what category he falls in.

Most of the above relating to cover applies to former employees who left the Central Intelligence Agency prior to the formation of the association. Employees who leave after the association is formed fall in two categories -- a) those who retire or resign with a clean record, and b) those who resign under a cloud or are fired. The association is interested in all of "a" category and few of "b", but only if the resignation does not involve loyalty, or act of moral turpitude and they were cooperative with CIA in connection with their resignation or retirement. Those in whom the association would consider as members check out normally and prepare their profile if other than straight CIA. When this is done a realistic determination could easily be made that the employee who leaves as other than straight CIA

- a) may, if he desires, join the association immediately and be listed in the directory;
- b) may, if he desires, join the association immediately and have his name in the association files but cannot be listed in the directory for a named length of time;
- c) may, if he desires, join the association but his name can neither be kept in the files of the association nor be listed in the directory for a named period of time;
- d) may, if he desires, join the association but his name can not be in the files of the association nor be listed in the directory for the foreseeable future;
- e) he may never join the association.

CIA will furnish the association the names of those falling in category "a" and "b" together with those who left as straight CIA. After the

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date this procedure starts, the association will refer any application for membership by any former employee, who left CIA after this date, except those in category "a" and "b", to CIA for advice as to which category the employee falls into. Anyone falling into category "e" shall never be accepted as a member. The file with all correspondence of those falling into category "c" and "d" will be turned over to CIA for holding.

All correspondence with all members of the association shall be mailed in an unmarked envelope with only a P.O. box as the return address. Members in categories "c" and "d" will receive the same correspondence and publications as other members. Copies of all correspondence shall be filed only in the member's file kept in CIA.

No national officer of the association, including members of the Board of Directors, shall be elected whose cleared status cannot be reinstated. They will be issued badges which will be kept in the Office of Security and a designated officer shall have access to the members' files which are kept by CIA as needed.

As a matter of policy the security of CIA and its operations shall be of paramount importance. Any deliberate or willful security violation shall be grounds for expulsion from the association.